



Seriously Seeking Fathers:

A Journey to Father Integration

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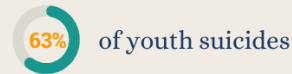
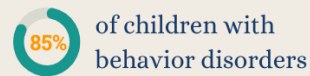
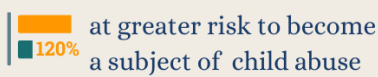
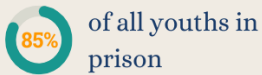
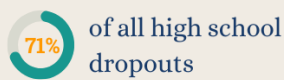
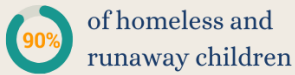
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Father Absence: The Impact

1 out of 3 live in homes without biological fathers.



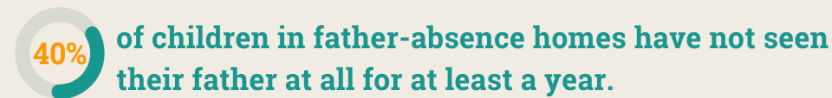
7x more likely to become pregnant as a teen

Father absence has shown to lead to:

- ↑ Rates of depression
- ↑ Rates of divorce
- ↑ Rates of substance abuse

- ↓ Life expectancy
- ↓ Average income
- ↓ Job security

- ↓ Level of health
- ↓ educational performance



Resources:

U.S. census bureau data 2011

<http://www.everythingfordads.com/factsheet/>

<http://www.fatherhood.org/father-absence-statistics>

All data refers to U.S.

Alternative Means to Find Info on Fathers

- Contact Child's School- see if they have info on Father or other adults approved to pick up the child or emergency contacts who may have info on Father.
- Contact Courthouse- see if there is any recent, criminal, civil or traffic related activity.
- Contact Law Enforcement- see if there are any outstanding warrants.
- For a newborn, check with the hospital staff/hospital records to see who roomed in and who was allowed to visit. Or, see who had to be removed or was arrested at the hospital. This may be the father of the child. A quick check of the police report should have his last listed address.
- For children of daycare age, the daycare worker can provide a wealth of information, including names and contact information about people who dropped the child off, or who are allowed to pick the child up at the daycare.
- For school-age children, check their information sheet in their school record. The school is run like the State- there is a form for everything!!
- Each school year, the parents are required to submit names and phone numbers for alternative contacts if the school is unable to reach the parent, as well as names and phone numbers for people who are allowed to pick the child up from school.
- The parents are also required to submit names and phone numbers of people who are NOT allowed to pick their child up from school. Don't necessarily rule these people out, as it may have more to do with family drama than a safety issue for the child.
- For school-age children, talk to their teacher. Ask if they talked about spending the night with a relative, going on a vacation or special outing

- For school-age children, ASK! Ask them if they have any cousins, aunts, uncles, or grandparents that live nearby, or that they visit occasionally.
- For older school-age children and teens, look at their Social Media friends list. Ask them about their relationships with any adults who may be relatives or significant kin.
- Talk to their neighbors/former neighbors
- If the child on your caseload tells you that someone in his family is getting married or passed away, see if there are any public announcements on social media. If so, contact those family members listed on the announcements for any info they may have on Dad and his family
- ODJFS Programs (Employment, Unemployment, Healthcare, Utilities).
- Local law enforcement- ask for bookings.
- Telephone and utility companies.
- Employers/past employers- when you receive a letter back from a former employer that states the person is no longer employed, call the individual back. You would be surprised what information you may be able to obtain if you explain that you are trying to help a child.
- You may be able to spark someone to ask co-workers if they have any knowledge of the individual's whereabouts. Most people truly care about children and want to help you once they understand the purpose of your call.
- Landlords/Housing Authority/Apartment Managers/ Homeless Shelters
- Local jail- it is easy for the local jail to check on inmates and provide information over the phone. Many local jails have their inmate population on the internet, or it can be checked at www.vinelink.com.
- Social Media- a quick check of Dads Facebook, Instagram, Snapchat.
- High School Dad last attended

- Bureau of Prisons Inmate Locator- database of federal inmates
- Immigration Custom Enforcement (ICE) locator- database of persons detained in ICE custody or released within the past 60 days.
- United States Postal Service (USPS)- Send the USPS's "Request for Change of Address Needed for Service of Legal Process" or "Address Information Request" form, or a letter from your legal staff, along with a self-addressed stamped envelope to the Postmaster of the person's last known address. NOTE: This Form is NOT ONLINE

- **Federal Parent Locator Service**

<http://www.acf.hhs.gov/programs/cse/newhire>.

This service documents new hire information. It is only accessible to certain agencies, including child welfare agencies that have contracted with the Federal Parent Locator Service to use this service.

Search Engine Ideas

- **Ohio Putative Father Registry:** <https://pfr-pub.jfs.ohio.gov>– state level legal option for unmarried men to document through a notary public any woman they engage with in intercourse.
- **Search Engines (Examples: Google, Yahoo!, Bing):** Search more than their first and last name. Include other information on the individual like their city/state of residency, profession, and any other known details. Enter these into the search engine in different combinations.
- **Free Online Peoplefinders:** (Examples: whitepages.com, zabasearch.com): These can provide phone numbers, addresses, age ranges, etc. Free sites will provide less information than paid sites, but the information provided is often enough to locate an individual.
- **Paid Online Peoplefinders:** (Examples: privateeye.com, archives.com, accurint.com) Provide names of possible relatives or associates to the searched individual. These additional relatives can then also be sought out.
- **Law Enforcement Records:** (Examples: vinelink.com, bop.gov) Publicly available information will differ from region to region. Most localities have online databases to search for inmate information. There are also national databases on prisoners. While incarcerated individuals may not be sources of support to the youth, they often provide valuable information regarding the family and they are easily located.
- **Databases of Court Cases:** That can be searched by name. These may provide dates of birth, addresses, or other identifying information on individuals you are trying to contact.
- **Department of Revenue Tax Information:** Is also widely available. County government websites often have online databases that can be searched by name or address. This will confirm ownership of real estate or personal property and even provide the type of

car an individual drives so a Worker can tell if they might be home when knocking on their door.

- **Child Protection Databases:** Child protection database may be able to provide additional information on relatives of the youth being served. It may also contain information on siblings already in foster care.
- **Other Government Databases:** If legally allowed in your jurisdiction and if your agency has access to databases on income maintenance, child support enforcement, national database of new hires and other government assistance programs, you may be able to find current addresses for relatives.
- **Social Networking Sites:** (Examples: Instagram, Snapchat Facebook, LinkedIn, Google+, Twitter) Facebook can be extremely helpful when looking for relatives depending on an individual account holder's privacy settings. Often, people will list their phone number and/or email address on their page. Once you locate an individual, remember to search their friends list and photos for additional names.
- **Vital Records Departments:** Birth certificates may prove useful to identify the name of grandparents if a parent refuses to share names of relatives.
- **Obituaries and Funeral Homes:** Obituaries can easily be found through an internet search and may sometimes provide names of additional living relatives. Because obituaries can be expensive, some only list the time and location of services. Funeral homes are often willing to provide a copy of the program for additional family names and will sometimes connect you with the person who arranged the services.

4 Keys to Engaging Fathers

- Involve him as soon as possible in the case.
- Give him every opportunity as you do the mom.
- In child welfare we do not believe stereotypes of fathers (deadbeat; uninterested) NOT TRUE!
- Fathers have misperceptions about the child welfare system (punitive, not helpful) – often learned by being in the system.

Engaging the Non-Resident Father in Child Welfare

Engagement Strategy	This strategy might be useful when...
<ul style="list-style-type: none">• Start from the assumption that the non-resident father wants to be involved.	<ul style="list-style-type: none">• The father has been absent for a period of time but demonstrates interest in the child's well-being.• The father has not returned your calls; consider that there may be some underlying reasons that you are unaware of.• The mother or someone from the maternal family tells you that the father doesn't want to be involved; however, this has not been directly confirmed.

Engagement Strategy	This strategy might be useful when...
<ul style="list-style-type: none">• Facilitate the restoration of the father in the life of the child by co-creating goals based on the father's strengths, not his deficits.	<ul style="list-style-type: none">• The father feels as though he doesn't have anything to offer his child.• The father has been absent for a period of time and doesn't know how to re-engage in a relationship with his child.• The father is struggling with joblessness, financial issues or multiple demands, or is caring for a new family.

Engagement Strategy	This strategy might be useful when...
<ul style="list-style-type: none"> • Treat each case on an individual basis, not based on experiences with other fathers 	<ul style="list-style-type: none"> • You have your own personal struggles with fathers or “father figures” in your life. • You have multiple cases in which the fathers are absent and refusing to engage. When this is true, it is important to take a step back and examine how other cases are influencing the decisions in the current case.

Engagement Strategy	This strategy might be useful when...
<ul style="list-style-type: none"> • Suspend judgments and listen to all sides. There are two sides to every story. Give the non-resident father an opportunity to give his side. 	<ul style="list-style-type: none"> • You have heard a lot of negative things about the father from the mother, maternal family members or even other workers the case was assigned to. • You have your own personal struggles with fathers or “father figures” in your life. • Allegations about the father have been made but not substantiated...weigh out all of the information. • The father has been absent from the child’s life.

Engagement Strategy	This strategy might be useful when...
<ul style="list-style-type: none"> • Make room for expressions of anger. This emotion in men is socialized as “acceptable.” It may be the only one they are comfortable expressing. 	<ul style="list-style-type: none"> • You detect hostility from the father; acknowledging it may help defuse it. • The father has not been kept informed about his child by the mother or others. • Anger is the only emotion the father feels secure expressing, as it keeps him from feeling vulnerable to others.

Engaging Fathers

- **E** = Empathize
- **N** = Navigate the “Sea of Assumptions”
- **G** = Give Information Freely (Mission, Mandate, Process)
- **A** = Acknowledge the Challenge of Fatherhood
- **G** = Give them time for an informed decision
- **E** = Explain the “Price of Non-Conformance”

E = Empathize:

- I can only imagine how difficult this must be for you...
- This has to be confusing and overwhelming for you...
- If I was in your shoes, I would be upset as well...
- I can well understand how hard this must be for you and your family
- What you're saying makes so much sense to me...
- I get it, I would have a hard time with this as well...
- Sounds like you were doing the best you could, even though it was difficult...
- It's perfectly normal to feel frustrated in situations like this...

N = Navigate the “Sea of Assumptions”:

- “So, what do you know about our program?”
- “Thank you so much for sharing, I can well see your point [pause] “I would also like to share that our program is focused on...”

G = Give Information Freely on the Mission/Mandate/Process:

- The Child Protection Process is complicated, confusing for the average person.
- Learning about a system in a crisis is like learning how to swim when you are already drowning.

A = Acknowledge the Challenge of Fatherhood:

- Developing a relationship with your child or re-establishing a relationship with your child.

- Spending Quality Time with your child consistently.
- Cultivating a healthy, working relationship with the child's mother.
- Teaming with other adults in the child's village of support
- Financial support for your child.
- Showing love, and affection.
- Consistent Discipline & clear boundaries.
- Investing time and energy in your child daily.
- Being predictable, stable, dependable in all aspects of the child's life.

G = Give Them Time to Make an Informed Decision:

Giving Fathers Time to Make an Informed Decision is likely to seed;

- More realistic expectations about becoming involved in the child's life.
- Better idea of the impact (relationships with current spouse/partner, other children).
- Planning for the emotional, social, practical support needed to be an awesome dad.
- True assessment of their real commitment to this child.
- "I know we have given you a lot to consider. It has been our experience that people may need to sleep on this important decision of committing to a child."
- "How about I check back with you on Wednesday to give you a chance to talk to your family, consider your options and put together your plan, does that sound good?"

E = Explain the Price of Non-Conformance:

- "Lastly, we strongly believe in the profound benefit of fathers like you in kids' lives.
- Our research tells us that if fathers are not involved in children's lives, then those children are at greater risk for school failure, mental health issues and delinquency.
- We believe children need fathers in their lives. We hope to see you in your child's life. Thank you for your time today.

Fathers Need Advocacy with...

- Visit Coaching.
- Trauma informed parenting classes, workshops.
- Mentor groups specifically relating to fathers/groups facilitated by other fathers.
- Counseling and case management for mental health
- Substance abuse issues.
- Community services/Outreach services/Faith-based services.
- Link to housing authority.
- Support from family and friends.
- Mother-father planning groups/Mediation Services.
- Father-child groups.
- Employment services.
- Support with court hearing /Education of legal rights.

In House Advocacy

- Review every aspect of the case process for hidden bias against Fathers with intentional focus on respect and fair treatment for Fathers & Mothers.
- Support, get involved and create Agency efforts that portray stereotype smashing images, stories and learnings on a consistent basis about Fathers in Child Welfare.
- When confronted by others of your bias against Fathers, notice your defensiveness and accept the discomfort of unlearning and relearning.
- Micro-Affirmations- consistent clear feedback that can help Fathers;
 - Feel inclusion & Caring.
 - Comforted & Supported.
 - Listened to & Encouraged.

Fatherhood Resources

- **National Fatherhood Initiative**

<https://www.fatherhood.org>

National Fatherhood Initiative (NFI) is the nation's leading non-profit organization working to end father absence. Underlying many of society's most pressing challenges is a lack of father involvement in their children's lives.

- **Ohio Commission on Fatherhood**

<https://www.fatherhoodohio.gov>

Links to over 20 resources for Dads that include support groups, Agency grant info and resources for Agencies.

- **Fathers.com – National Center for Fathering**

<https://www.fathers.com>

NCF is committed to reaching dads through our weekly email, seminars, small-group training, resources from fathers.com, including two free e-books, filled with practical insights and tips for dads: [5 Things Every Kid Needs From Dad](#), and [Forming a Lifelong Bond: For Dads of Infants](#). 54,000+ [Facebook “friends”](#), more than 3,500 followers on [Twitter](#), and more than 1,200 subscribers on [YouTube](#) engaged with daily inspiration and action points.

- **The Fathers’ Rights Movement**

<https://fathersrightsmovement.us/>

This is a fatherhood support program that works to empower fathers by teaching them their rights and educating the public on the importance of fathers in society.

The group has many chapters throughout the United States with pages on social media platforms. Here, dads can get resources like state documents and books on child care, child custody, and how to become better fathers to their children.

- **Natural Resources Dads Group**

<https://www.naturalresources-sf.com/>

This is a support group open to dads to be, working dads, stay at home dads, dads to infants, and dads to older children, teenagers, and adults. It invites dads to share their questions, challenges, and expectations of becoming or being a father.

The group shares resources and encourages dads to learn from each other as they explore what it is to be a dad and how they can become better dads.

Support group topics include parenting strategies, navigating changing identities, self-care, partner support, and balancing work and life and anything else concerning what it is to be a father in the modern-day. meetings take place at pre-set dates but have been halted in line with the guidelines infighting the COVID-19 pandemic.

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